

# INTERIM HEAD OF SCHOOL SEARCH

## THE PIKE SCHOOL

Andover, Massachusetts

[pikeschool.org](http://pikeschool.org)

Start Date: Summer 2024



**Carney  
Sandoe**  
& ASSOCIATES

[CARNEYSANDOE.COM](http://CARNEYSANDOE.COM)

# Mission, Vision, and Values

A Pike education ignites a lifelong journey of discovery.

The Pike School strives to be an exemplar for transformational education and a center for purposeful learning, leadership, and impact.

A Pike education liberates human potential and possibility to transform ourselves and our world and is rooted in our motto, *Non Sibi Solum*. We value:

- Authenticity: We embrace the identities of every person.
- Intellectual Ambition: We foster curiosity, inquiry, engagement, and initiative in learning.
- Social Good: We care for ourselves, for one another, and for our community.

## At a Glance



Established  
1926



Enrollment  
435



Total faculty  
60



Student-faculty ratio  
8.2:1



Students of color  
48.5%



Faculty with advanced degrees  
82%



Campus size  
35 acres



Physical plant size  
120,000 sqft



Endowment  
\$14M



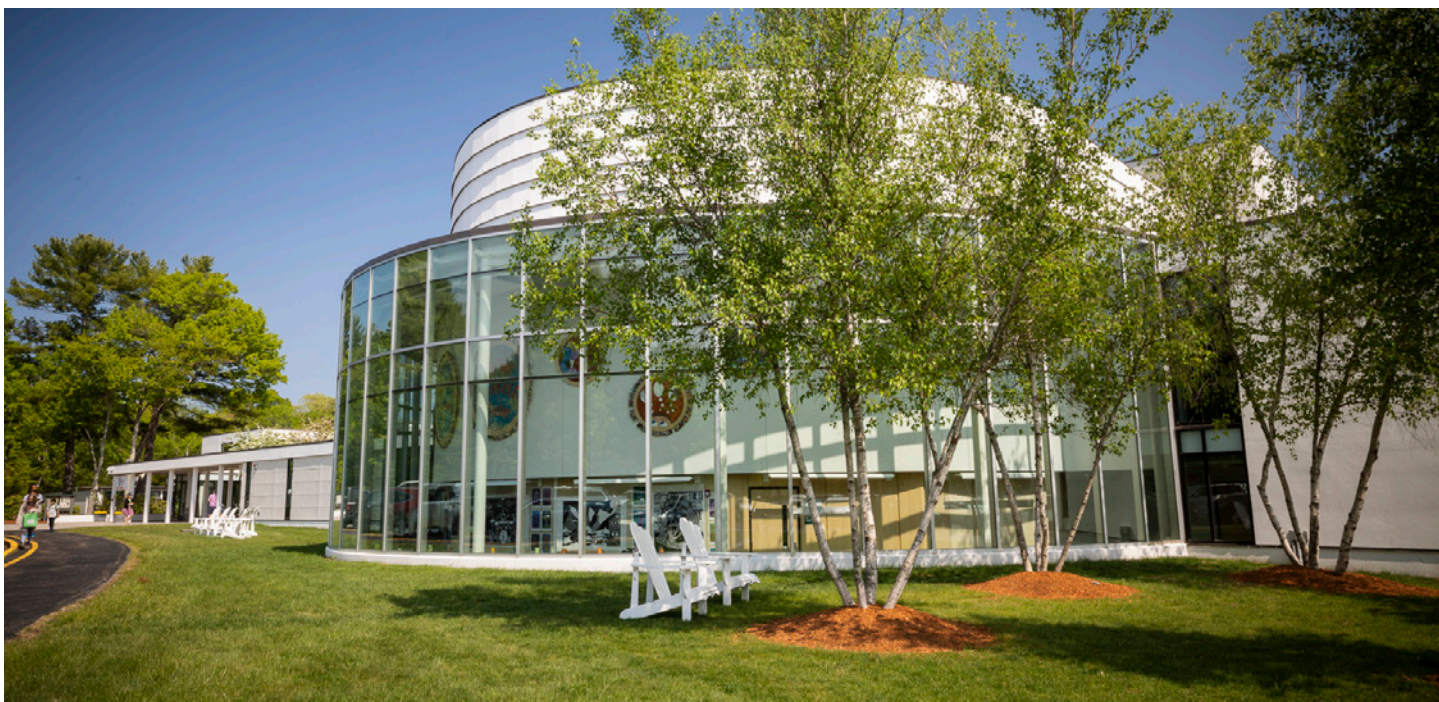
Annual operating budget  
\$17.3M



Financial aid awarded  
\$2.4M



Students receiving aid  
20%



## Overview

The Pike School in Andover, MA, which is approaching its centennial year, is seeking an Interim Head of School for the 2024-2025 school year. The Pike School has a deep commitment to its Mission, Vision, and Values—rooted in its motto of *Non Sibi Solum* (Not for Oneself Alone). Pike prides itself on its determination to build on the excellence of the student experience, both in the present and well into the future. Shaping that experience for students in Pre-K to Grade 9 are Pike's values of Authenticity, Intellectual Ambition, and Social Good, as it strives to ignite a lifelong journey of discovery.

Located about 20 miles north of Boston, Pike sits on a 35-acre campus, which includes a 1.5-mile nature trail. This impressive setting for teaching and learning fosters Pike's intellectually ambitious, inclusive, and individualized environment, which empowers every child to explore boundless opportunities for deep thinking, creativity, collaboration, and curiosity. Members of the Pike community are quick to identify its essential features of warmth and child-centeredness, qualities that they are eager to sustain and enhance.

Pike seeks an Interim Head of School to start in the summer for the 2024-2025 school year as it conducts a search for a long-term Head of School. The Interim Head will find a talented faculty, staff, and administration; a dedicated Board of Trustees focused on what's next for Pike; and an overall engaged community ready to support the important work that Pike continues to do as it celebrates its first century of educating young people who are positioned for possibility and prepared to lead with impact in an increasingly complex world.





## Opportunities and Challenges

The Pike community is eager for the transitional year of 2024-2025 to be one of continuing to build on its long and exceptional tradition of educational excellence as it prepares for a long-term Head of School in 2025. Partnering with the Interim Head of School will be a talented administrative team comprised of experienced school leaders, a stable and thoughtful Board of Trustees intent on continuing to advance Pike's strategic objectives, and a wider community that is committed and engaged.

The goals for the Interim Head of School include:

- Embody Pike's Mission, Vision, and Values;
- Ensure a student experience of consistent excellence;
- Secure the stability of school culture and operations during the interim year;
- Empower and support the senior administrative team; and
- Actively engage with and be a presence within the community.



## Qualifications and Personal Attributes

Pike School seeks an Interim Head of School with extensive experience as a strong leader in independent school settings, especially those for preschool, elementary, and middle school learners. That experience should include significant administrative leadership, effective team-building with all constituents, ability to mentor and empower members of the administrative team, and successful working relationships with boards of trustees. Similarly important will be a warm, accessible, and collaborative spirit

The following qualities and qualifications will be important for the Interim Head of School:

- Vast experience and knowledge of Pre-K to Grade 9 independent school organizational structures and operations;
- Strong oral and written communication skills, including the ability to articulate Pike's Mission, Vision, and Values across the community and tell The Pike School story both internally and externally;
- A highly relational, inclusive leader with strong emotional intelligence, particularly in building teams, relationships, and communities;
- Skill in helping community members of varying perspectives find common ground and advance shared goals; and
- A clear understanding of the varied roles of an Interim Head of School, in particular the paired imperatives of listening and learning, as well as leading, as one enters a new community and prepares it for subsequent leadership.



# Learn More

Click on the links below to learn more about Pike School.

[School Website](#)

[Secondary School Matriculation](#)

[Equity and Justice](#)

[About Andover, Massachusetts](#)

[Portrait of a Graduate](#)



## To Apply

Interested and qualified candidates are invited to contact the consultants in confidence. Candidates will ultimately need to submit the following materials as separate PDF documents:

- A cover letter expressing their interest in and preparation for this particular position;
- A current resume; and
- A list of five professional references with name, relationship, phone number, and email address of each (references will not be contacted without the candidate's permission.)

As the process moves forward, selected candidates may be asked to submit additional writing samples and responses to writing prompts.

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